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ABSTRACT

This report includes the first results on salaries of full-time instructional faculty on 9- and 10-month contracts that have been collected through the new Integrated Postsecondary Education Data System (IPEDS). Data revealed that in 1987-88, full-time faculty in institutions of higher education earned an average of $35,900. Full professors averaged the highest salary, $47,000, while instructors earned the least, $22,700. Other findings include the following: (1) recent increases in salaries have helped full-time faculty regain the purchasing power they had in 1977-78; (2) average faculty salaries for public institutions are higher than those for private institutions, but the difference narrowed in 4-year schools; (3) the number of full-time faculty on 9- and 10-month contracts has increased about 1 percent annually between 1977-78 and 1987-88, from 324,300 to 356,000; (4) average salaries in constant dollars continue to be higher for males than for females, $38,100 versus $30,500 in 1987-88; and (5) the proportion of women faculty in higher education is slowly increasing, going from 25.4 percent in 1977-78 to 29.1 percent in 1987-88. Statistical data are detailed in nine tables. (GLR)

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Survey Report **March 1990**

Salaries of Full-Time Instructional Faculty on 9- and 10-month Contracts in Institutions of Higher Education, 1977–78 through 1987–88

Patricia Q. Brown
Postsecondary Education Statistics Division

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March 1990

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Highlights

In 1987-88, full-time faculty in institutions of higher education earned an average of $35,900. Full professors averaged the highest salary, $47,000 while instructors earned the least, $22,700. Other findings include the following:

- Recent increases in salaries have helped full-time faculty to regain the purchasing power they had in 1977-78.
- Average faculty salaries for public institutions are higher than those for private institutions, but the difference narrowed in 4-year schools.
- The number of full-time faculty on 9- and 10-month contracts has increased about 1 percent annually between 1977-78 and 1987-88, from 324,300 to 356,300.
- Average salaries in constant dollars continue to be higher for males than for females, $38,100 versus $30,500 in 1987-88.
- The proportion of women faculty in higher education is slowly increasing, going from 25.4 percent in 1977-78 to 29.1 percent in 1987-88.

This report includes the first results on salaries of full-time instructional faculty on 9- and 10-month contracts that have been collected through the new Integrated Postsecondary Education Data System (IPEDS). In prior years, data were collected through the Higher Education General Information Survey (HEGIS).

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Introduction

Average salaries for full-time instructional faculty have regained the purchasing power of 11 years ago. Academic year 1987-88 marked the 7th consecutive year that average faculty salaries at institutions of higher education outpaced inflation. These increases in real income reversed an earlier trend of income losses, the most notable occurring in academic year 1979-80 when salaries fell 5.1 percent in one year.

In 1977-78 the average salary in constant (1987-88) dollars was $34,600 and increased to $35,900 in 1987-88 (table 3). However, in the 7 years that salaries outpaced inflation, the real 1987-88 growth of 2.0 percent represented a significant slowdown from 1985-86 when real salaries grew 3.4 percent (figure 1).

When average salaries are examined by academic rank, professors, associate professors, and assistant professors (who together compose 77.8 percent of the faculty) have regained their purchasing power from 1977-78. However, the salaries for "instructor," "lecturer" and "no academic rank" have actually lost ground to inflation (figure 2). The average salary in constant dollars for "no academic rank" decreased from $33,000 in 1977-78 to $31,500 in 1987-88 (table 1).

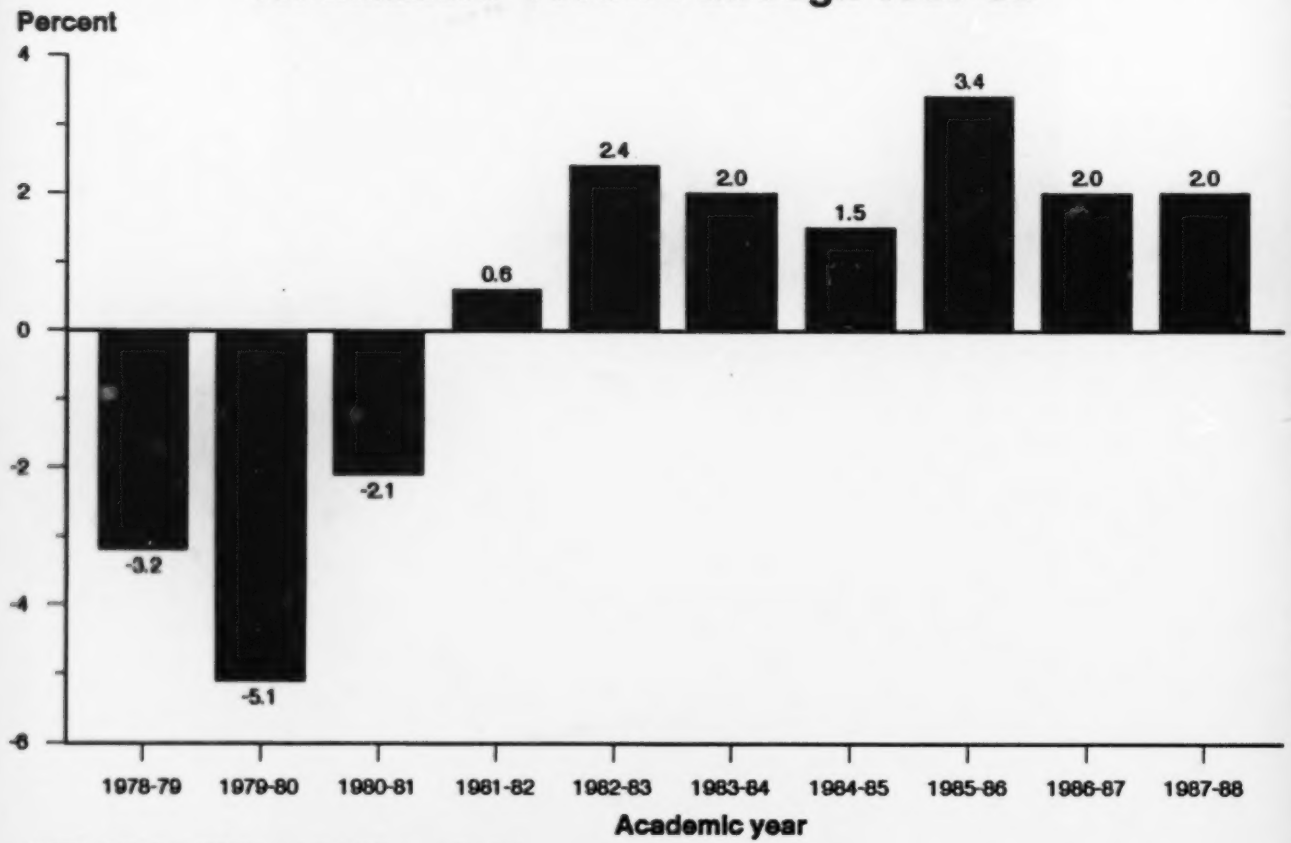
In 1987-88, average salaries in constant dollars ranged from $47,000 for professors to $22,700 for instructors (table 1). Professors received the largest salary increase over the 11-year period, from $46,500 in 1977-78 to $47,000 in 1987-88. The smallest salary increase occurred for the rank of associate professors, who earned $35,100 in 1977-78 and $35,200 in 1987-88.

Salaries, by Type and Control of Institution

Over the past 11 years, the average salaries in current dollars by institutional control have shown a consistent pattern. Salaries at public institutions have remained higher than those at private institutions. However, the gap in salaries by rank between public and private 4-year institutions has narrowed since 1977-78. For example, in 1977-78 salaries for professors in public 4-year institutions were 5.1 percent higher than professors' salaries in private 4-year institutions. In 1987-88, the difference was only 1.7 percent (table 2). The pattern was similar across the other academic ranks in 4-year institutions with the exception of "no academic rank".

Salaries in public 2-year institutions are higher than those in private 2-year institutions. For example, in 1977-78 the salaries for professors at public 2-year institutions were 64.2 percent higher than salaries of professors at private 2-year institutions. In 1987-88 the percent difference had narrowed but still remained at nearly 47.2 percent. The percent difference actually increased for associate professors (from 33.9 percent to 40.0 percent), assistant professors (from 29.8 percent to 33.2 percent), and instructors (from 32.3 percent to 33.3 percent) (table 2).

Figure 1.--Annual percent change in average salaries of full-time instructional faculty at institutions of higher education, adjusted for inflation: 1978-79 through 1987-88

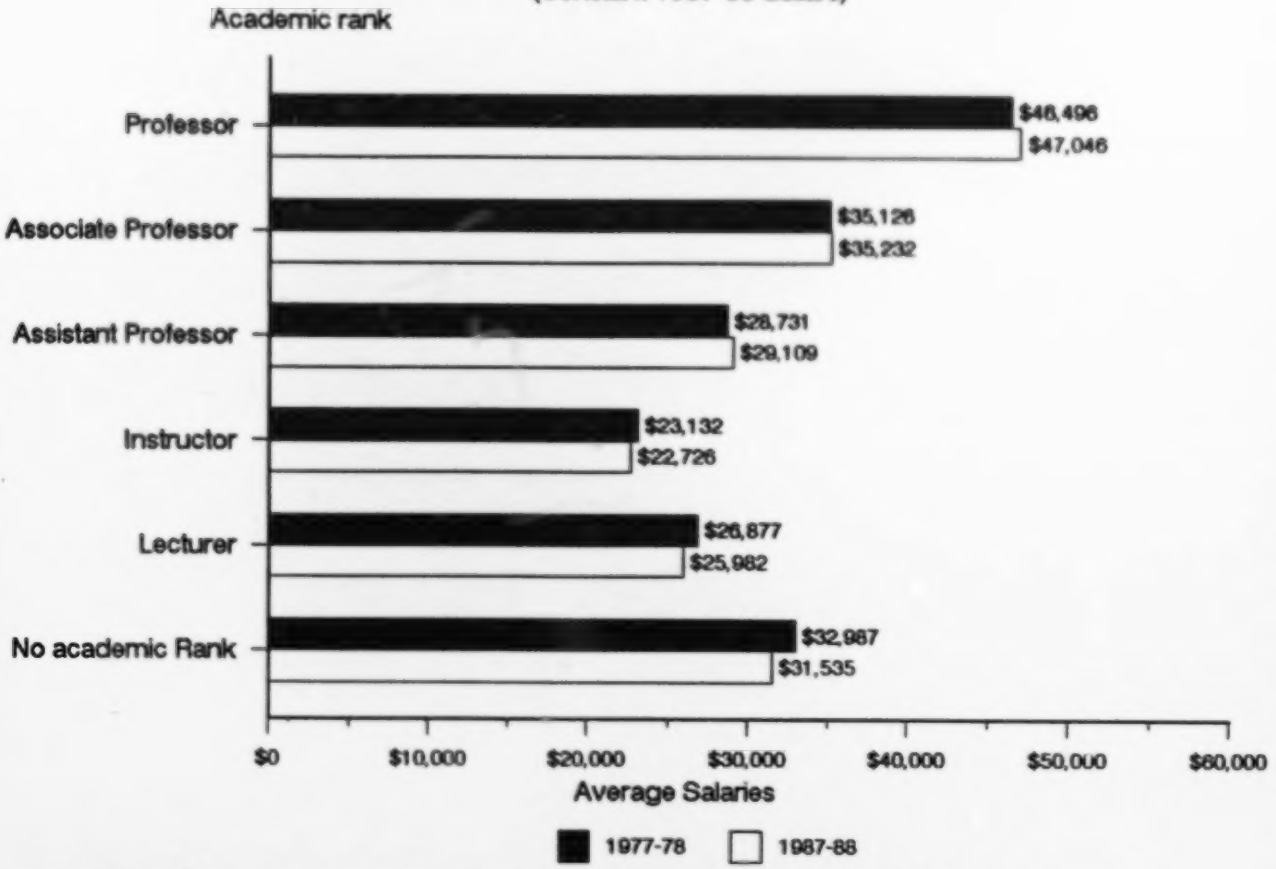


NOTE: Data for 1983-84 and 1986-87 are estimated.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1987-88" and HEGIS "Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty 1977-78" surveys.

Figure 2.--Average faculty salaries in constant dollars at institutions of higher education, by academic rank: 1977-78 and 1987-88

(Constant 1987-88 dollars)



SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1987-88" and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1977-78" surveys.

Table 1.--Average salaries of full-time instructional faculty on 9- and 10- month contracts, by academic year and academic rank: 50 States and D.C., 1977-78 through 1987-88

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
					Constant 1987-88 dollars							
1977-78	46,500	--	35,100	--	28,700	--	23,100	--	26,900	--	33,000	--
1978-79	44,800	-3.7	33,900	-3.5	27,700	-3.6	22,300	-3.5	25,800	-3.8	31,700	-3.8
1979-80	42,400	-5.4	32,000	-5.6	26,100	-5.9	20,900	-6.2	24,100	-6.9	30,600	-3.7
1980-81	41,200	-2.7	31,100	-2.8	25,300	-2.9	20,400	-2.7	23,400	-2.8	29,900	-2.1
1981-82	41,300	0.2	31,200	0.2	25,400	0.4	20,300	-0.2	23,300	-0.3	30,000	0.3
1982-83	42,100	1.9	31,800	2.1	26,100	2.6	20,800	2.6	23,900	2.5	30,200	0.7
1984-85	43,500	*	32,800	*	27,000	*	21,400	*	24,500	*	30,200	*
1985-86	45,000	3.4	33,800	3.2	28,000	3.5	22,300	3.9	25,300	3.4	31,000	2.6
1987-88	47,000	*	35,200	*	29,100	*	22,700	*	26,000	*	31,500	*
					Current dollars							
1977-78	25,100	--	19,000	--	15,500	--	12,500	--	14,500	--	17,800	--
1978-79	26,500	5.3	20,000	5.6	16,400	5.4	13,200	5.5	15,300	5.2	18,800	5.2
1979-80	28,400	7.2	21,500	7.0	17,500	6.7	14,000	6.3	16,100	5.5	20,500	9.1
1980-81	30,800	8.5	23,300	8.4	18,900	8.3	15,200	8.5	17,500	8.4	22,400	9.2
1981-82	33,500	8.8	25,300	8.9	20,600	9.1	16,500	8.5	18,900	8.3	24,400	9.0
1982-83	35,600	6.3	27,000	6.5	22,100	7.0	17,700	7.0	20,200	6.9	25,600	5.0
1984-85	39,700	*	29,900	*	24,700	*	19,600	*	22,300	*	27,500	*
1985-86	42,300	6.4	31,800	6.2	26,300	6.5	20,900	6.9	23,800	6.4	29,100	5.6
1987-88	47,000	*	35,200	*	29,100	*	22,700	*	26,000	*	31,500	*

--Not applicable.
*Not computed. The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected for the 1986-87 academic year.

Note: All calculations were performed on actual, rather than rounded data. Data were not collected for the 1986-87 academic year.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1987-88" survey and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

Table 2.--Average salaries in current dollars of full-time instructional faculty on 9- and 10- month contracts, by academic rank, and type and control of institutions: 50 States and D.C., 1977-78 and 1987-88

Academic rank and institutional type	1977-78			1987-88		
	Public	Private	Percent difference	Public	Private	Percent difference
All ranks combined						
4-year	$19,500	$18,000	8.6	$37,800	$35,400	7.0
2-year	17,900	12,200	46.8	32,200	21,800	47.6
Professor						
4-year	25,700	24,400	5.1	47,900	47,100	1.7
2-year	23,200	14,100	64.2	39,400	26,800	47.2
Associate professor						
4-year	19,500	17,800	9.9	36,300	33,700	7.5
2-year	19,300	14,400	33.9	33,900	24,200	40.0
Assistant professor						
4-year	15,900	14,600	9.2	30,000	27,800	7.9
2-year	16,200	12,400	29.8	28,500	21,400	33.2
Instructor						
4-year	12,700	11,700	8.6	22,600	21,600	4.6
2-year	13,100	9,900	32.3	24,700	18,500	33.3
Lecturer						
4-year	14,800	13,700	8.4	26,100	25,800	1.0
2-year	13,800	*	*	25,700	*	*
No academic rank						
4-year	14,700	14,100	3.8	27,200	26,200	3.9
2-year	18,300	12,100	52.0	32,100	21,200	51.8

*The number of faculty reported in this category were too small to yield reliable results.

NOTE: All calculations were performed on actual rather than rounded data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1987-88," and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1977-78.

Salaries, by Sex and Academic Rank

The 1987-88 average salaries in constant dollars (table 3) reached the 1977-78 levels, but this varied when examined by sex. The average salaries for men in all ranks except "lecturers" and "no academic rank" have reached the 1977-78 level. Salary gains for men were highest for assistant professors, who received an increase from $29,100 in 1977-78 to $30,100 in 1987-88. Instructors showed the smallest salary increase for men, increasing only 0.4 percent (from $23,500 in 1977-78 to $23,600 in 1987-88). On the other hand, average salaries for women lost ground to inflation at every rank except that of "professor" which remained the same. The losses ranged from 8.8 percent for "no academic rank" (from $30,800 in 1977-78 to $29,600 in 1987-88) to 0.3 percent for associate professors (from $33,900 to $33,500).

Average salaries in current dollars were higher for men than women at every academic rank. In 1977-78, average salaries (all ranks combined) for men were $19,575 and $16,159 for women. Men earned 21.1 percent more than women in 1977-78 with the gap widening to 24.9 percent in 1987-88 (table B).
However, the differences in average salaries of men and women varied by rank. In some cases, the gap widened between 1977-78 and 1987-88. Male assistant professors earned 4.1 percent more than women in 1977-78 and 9.0 percent more in 1987-88. Male instructors earned 3.6 percent more than women instructors in 1977-78 and 7.7 percent more in 1987-88. The gap between "no academic rank" men and women narrowed to 10.6 percent in 1987-88 from 11.0 percent in 1977-78 (table B). Additional data on average salaries in current dollars, by State, and type and control of institution may be found in tables C and D.

Number of Faculty

The number of faculty has increased about 1 percent annually between 1977-78 and 1987-88, rising from 324,327 to 356,284 (table 4). Over the 11-year period, the growth by academic rank ranged from 41.1 percent for lecturer to 11.1 percent for "no academic rank." The number of instructors declined 21.7 percent (from 27,714 to 21,685) and assistant professors declined 7.3 percent (from 88,998 to 82,467). Although the largest increase was in the number of lecturers, the most notable was the 39.2 percent increase in the number of full professors. Professors represented 30.0 percent of the total number of faculty in 1987-88 while lecturers represented only 1.9 percent.

Men continue to hold the majority of full-time instructional faculty positions. Of the 356,284 faculty on 9- and 10-month contracts, 252,607, or 70.9 percent, were men. This was down from 1977-78 when 75 percent of total full-time faculty were men. However, when examined by rank, women were in the majority at the ranks of instructor and lecturer. Although men make up the majority at higher ranks, the number of women in these ranks have increased. For example, the number of women professors has increased from 9.7 percent in 1977-78 to 18.0 percent in 1987-88. The proportion of female associate and assistant professors has also increased, to 25.8 percent and 39.3 percent of the total, respectively.

Table 3.--Average salaries in constant 1987-88 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 States and D.C., 1977-78 through 1987-88

Academic year and sex	All ranks combined	Professor	Associate professor	Assistant professor	Instructor	Lecturer	Undesignated or no academic rank
1977-78							
Total	$34,600	$46,500	$35,100	$28,700	$23,100	$26,900	$33,000
Male	36,200	46,900	35,400	29,100	23,500	28,100	34,100
Female	29,900	42,400	33,900	27,900	22,700	25,300	30,800
1978-79							
Total	33,500	44,800	33,900	27,700	22,300	25,800	31,700
Male	35,200	45,200	34,200	28,100	22,700	26,900	32,900
Female	28,900	40,800	32,600	26,900	21,900	24,500	29,600
1979-80							
Total	31,900	42,400	32,000	26,100	20,900	24,100	30,600
Male	33,500	42,800	32,300	26,400	21,400	25,300	31,700
Female	27,500	38,700	30,800	25,300	20,500	22,600	28,500
1980-81							
Total	31,200	41,200	31,100	25,300	20,400	23,400	29,900
Male	32,800	41,600	31,400	25,700	20,800	24,700	31,000
Female	26,800	38,000	30,000	24,500	19,900	21,900	27,900
1981-82							
Total	31,400	41,300	31,200	25,400	20,300	23,300	30,000
Male	33,100	41,700	31,500	25,900	20,900	24,500	31,200
Female	26,900	38,000	30,000	24,500	19,800	22,000	28,000
1982-83							
Total	32,200	42,100	31,800	26,100	20,800	23,900	30,200
Male	33,900	42,500	32,200	26,700	21,500	25,200	31,400
Female	27,500	38,500	30,500	25,000	20,200	22,400	28,200
1983-84*							
1984-85							
Total	33,300	43,500	32,800	27,000	21,400	24,500	30,200
Male	35,200	44,100	33,300	27,700	22,200	25,800	31,200
Female	28,400	39,200	31,200	25,800	20,700	23,000	28,400
1985-86							
Total	34,500	45,000	33,800	28,000	22,300	25,300	31,000
Male	36,500	45,600	34,400	28,800	23,100	26,900	32,200
Female	29,400	40,700	32,300	26,600	21,500	23,700	28,900
1986-87*							
1987-88:							
Total	35,900	47,000	35,200	29,100	22,700	26,000	31,500
Male	38,100	47,700	35,800	30,100	23,600	27,700	32,800
Female	30,500	42,400	33,500	27,600	22,000	24,400	29,600

*The data for the 1983-84 academic year were not edited; and thus, could not be analyzed. Data were not collected for the 1986-87 academic year.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1987-88" survey and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1977-78 through 1985-86.

Table 4.--Number of reported full-time instructional faculty on 9- and 10-month contracts, by academic rank and sex: 50 States and D.C., 1977-78 through 1987-88

Academic year and sex	All ranks combined	Professor	Associate professor	Assistant professor	Instructor	Lecturer	Undesignated or no academic rank
1977-78							
Total	324,327	76,693	80,461	88,998	27,714	4,859	45,602
Male	242,054	69,218	65,920	60,746	13,550	2,733	29,887
Female	82,273	7,475	14,541	28,252	14,164	2,126	15,715
1978-79							
Total	325,552	79,730	81,658	86,640	26,715	5,049	45,760
Male	241,310	71,803	66,289	58,011	12,771	2,817	29,619
Female	84,242	7,927	15,369	28,629	13,944	2,232	16,141
1979-80							
Total	328,810	83,821	83,541	85,580	26,077	5,016	44,775
Male	242,676	75,214	66,978	56,365	12,395	2,745	28,979
Female	86,134	8,607	16,563	29,215	13,682	2,271	15,796
1980-81							
Total	325,724	86,394	82,626	82,840	23,493	4,931	45,440
Male	240,531	77,913	66,013	53,791	10,972	2,657	29,185
Female	85,193	8,481	16,613	29,049	12,521	2,274	16,255
1981-82							
Total	330,709	89,688	83,807	82,074	23,329	5,105	46,706
Male	242,747	80,621	66,199	52,689	10,742	2,694	29,802
Female	87,962	9,067	17,608	29,385	12,587	2,411	16,904
1982-83							
Total	334,911	93,525	84,728	81,453	22,216	5,223	47,766
Male	245,185	83,667	66,175	51,877	10,404	2,732	30,330
Female	89,726	9,858	18,553	29,576	11,812	2,491	17,436
1983-84*							
1984-85							
Total	335,816	98,879	85,066	79,082	22,095	6,136	44,558
Male	242,481	87,178	64,781	49,274	10,289	3,197	27,762
Female	93,335	11,701	20,285	29,808	11,806	2,939	16,796
1985-86							
Total	338,471	100,529	85,502	78,948	22,323	6,256	44,913
Male	242,623	88,136	64,437	48,646	10,440	3,160	27,804
Female	95,848	12,393	21,065	30,302	11,883	3,096	17,109
1986-87*							
1987-88							
Total	356,284	106,778	88,792	82,467	21,685	6,819	49,743
Male	252,607	92,944	65,884	50,075	9,869	3,330	30,505
Female	103,677	13,834	22,908	32,392	11,816	3,489	19,238

*The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected for the 1986-87 academic year.

SOURCE: U. S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1987-88" survey and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

For More Information

Computer tapes with data from the "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys are for sale. Call or write

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Survey Methodology

This report presents data from the survey entitled "Salaries, Tenure, Fringe Benefits of Full-Time Instructional Faculty," conducted by the National Center for Education Statistics (NCES) for academic years 1978-88. The 1987-88 data were collected through the Integrated Postsecondary Education Data System (IPEDS); data for the earlier years were collected through the Higher Education General Information Survey (HEGIS). IPEDS has replaced HEGIS as the new postsecondary education data collection system for NCES.

The IPEDS tape makes available salary data representing a select subset of 4,601 postsecondary institutions. The salary tape does not include data for 2-year private for-profit or less-than-2-year private nonprofit and for-profit institutions. However, the data in this report represent the subset of 3,158 higher education institutions that are accredited at the college level by an agency recognized by the Secretary of Education. Data for non-HEGIS institutions are not presented, because survey response rates for these institutions did not satisfy NCES standards.

Data were collected on instructional faculty employed by postsecondary education institutions for 9- and 10-month and 11- and 12-month contracts. This report discusses only the faculty on 9- and 10-month contracts because they represent 85.1 percent of the total faculty in 1987-88.

Table 4 shows the number of faculty by sex and rank for each year salary averages were computed. Average salaries were converted to 1987-88 constant dollars using the Consumer Price Index. See table E for the conversion factors.

Data were edited for major reporting and processing errors. Institutions were contacted when data problems could not be resolved by survey editors. In 1987-88 data were imputed for total nonresponding institutions only (for more information contact the author). Data for partial responses were resolved through editing procedures. Under HEGIS, no data were imputed for nonresponding institutions.

The following people helped with this bulletin: Peer reviewers were W. Lee Hansen, University of Wisconsin - Madison; Celeste A. Loar and William Fowler, National Center for Education Statistics; and Leo J. Eiden Information Services U.S. Department of Education.

Table A.--Average salaries in current and constant dollars of full-time instructional faculty on 9- and 10- month contracts in institutions of higher education, by sex and academic rank: 50 States and D.C., 1987-88 through 1987-88

Sex and Academic Rank	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1984-85	1985-86	1987-88
				Current dollars					
Total, all ranks	$18,709	$19,826	$21,379	$23,365	$25,533	$27,284	$30,447	$32,392	$35,901
Sex									
Men	19,575	20,785	22,438	24,536	26,859	28,729	32,182	34,294	38,115
Women	16,159	17,080	18,396	20,058	21,874	23,338	25,941	27,576	30,505
Academic rank									
Professor	25,133	26,470	28,388	30,813	33,539	35,641	39,743	42,268	47,046
Associate professor	18,987	20,247	21,451	23,254	25,324	26,966	29,945	31,787	35,232
Assistant professor	15,530	16,374	17,465	18,915	20,628	22,078	24,668	26,277	29,109
Instructor	12,504	13,193	14,023	15,219	16,508	17,659	19,567	20,918	22,726
Lecturer	14,528	15,281	16,122	17,482	18,933	20,240	22,334	23,770	25,982
No academic rank	17,831	18,764	20,477	22,368	24,385	25,613	27,548	29,088	31,535
				Constant 1987-88 dollars					
Total, all ranks	$34,612	$33,526	$31,897	$31,239	$31,431	$32,195	$33,339	$34,497	$35,901
Sex									
Men	36,214	35,147	33,477	32,805	33,063	33,900	35,239	36,523	38,115
Women	29,894	28,882	27,447	26,818	26,927	27,539	28,405	29,368	30,505
Academic rank									
Professor	46,496	44,761	42,355	41,197	41,287	42,056	43,519	45,015	47,046
Associate professor	35,126	34,238	32,005	31,091	31,174	31,820	32,790	33,853	35,232
Assistant professor	28,731	27,688	26,058	25,289	25,393	26,052	27,011	27,985	29,109
Instructor	23,132	22,309	20,922	20,348	20,321	20,838	21,426	22,278	22,726
Lecturer	26,877	25,840	24,054	23,373	23,307	23,883	24,456	25,315	25,982
No academic rank	32,987	31,730	30,552	29,906	30,018	30,223	30,165	30,979	31,535

NOTE: The data for the 1983-84 academic year were not edited; thus, could not be analyzed. Data were not collected in the 1986-87 academic year.

SOURCE: U. S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty 1987-88" survey and the HEGIS " Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" surveys 1977-1985.

Table B.—Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 States and D.C., 1977-78 through 1987-88

Academic rank	1977-78		1978-79		1979-80		1980-81		1981-82		1982-83		1984-85		1985-86		1987-88	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total, all ranks	$19,575	$16,159	$20,785	$17,080	$22,438	$18,396	$24,536	$20,058	$26,859	$21,874	$28,729	$23,338	$32,182	$25,941	$34,294	$27,576	$38,115	$30,505
Professor	25,370	22,943	26,727	24,143	28,672	25,910	31,076	28,396	33,838	30,879	35,997	32,620	40,269	35,824	42,833	38,252	47,739	42,389
Associate professor	19,133	18,325	20,221	19,300	21,651	20,642	23,470	22,399	25,572	24,391	27,278	25,851	30,392	28,517	32,273	30,300	35,823	33,531
Assistant professor	15,726	15,109	16,602	15,914	17,720	16,974	19,231	18,301	21,038	19,894	22,603	21,157	25,330	23,575	27,094	24,966	30,085	27,601
Instructor	12,729	12,288	13,441	12,966	14,323	13,750	15,590	14,894	16,990	16,097	18,236	17,150	20,284	18,942	21,693	20,237	23,643	21,960
Lecturer	15,181	13,688	15,927	14,465	16,932	15,142	18,450	16,351	19,912	17,839	21,361	19,010	23,557	21,004	25,238	22,273	27,656	24,385
No academic rank	18,459	16,637	19,462	17,482	21,245	19,069	23,187	20,899	25,317	22,743	26,582	23,926	28,528	25,929	30,267	27,171	32,751	29,606

NOTE: The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected for the 1986-87 academic year.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" survey 1987-88 and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1977-1985" surveys.

Table C.--Average salary in current dollars of full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and State: Academic year 1987-88

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$36,970	$47,660	$35,399	$29,209	$22,256	$26,003	$26,488
Alabama	32,175	42,690	32,752	27,648	21,960	21,963	21,450
Alaska	39,840	50,807	41,559	33,776	29,440	0	26,322
Arizona	40,089	51,262	38,061	31,950	23,647	25,444	20,134
Arkansas	29,718	38,298	30,752	26,449	20,799	15,193	14,607
California	45,920	54,470	39,352	32,350	25,346	32,239	31,959
Colorado	36,587	43,625	34,648	29,200	23,297	23,706	18,591
Connecticut	42,507	54,120	38,749	31,486	25,609	29,377	8,392
Delaware	36,516	50,023	36,743	29,908	21,654	20,299	0
District of Columbia	39,010	51,484	37,426	29,861	23,697	26,341	20,653
Florida	35,562	45,411	33,333	28,560	21,680	27,607	22,460
Georgia	34,007	44,625	33,968	28,110	21,174	24,780	17,342
Hawaii	37,133	47,545	35,817	29,455	22,494	0	30,867
Idaho	31,257	37,197	30,829	27,252	24,136	0	24,509
Illinois	36,102	46,831	34,064	29,101	21,653	21,301	25,611
Indiana	34,937	45,250	34,021	28,201	19,778	22,621	27,350
Iowa	33,437	42,766	32,747	27,583	21,501	27,550	20,437
Kansas	30,961	39,089	29,762	25,307	20,286	21,001	0
Kentucky	31,262	38,891	30,951	25,995	20,273	20,252	27,360
Louisiana	30,729	39,673	31,819	26,838	20,511	18,142	19,598
Maine	32,812	42,796	33,117	26,503	21,965	28,650	24,618
Maryland	38,359	50,913	37,927	30,711	23,034	27,213	30,421
Massachusetts	41,895	54,192	39,013	31,913	24,611	31,762	24,173
Michigan	37,221	46,604	35,847	30,261	22,663	25,008	28,004
Minnesota	34,964	45,196	33,933	27,683	22,717	27,625	14,122
Mississippi	28,938	37,130	30,085	25,930	20,284	18,547	0
Missouri	32,326	41,511	31,933	27,493	21,276	19,582	22,904
Montana	29,051	34,757	28,373	24,609	20,201	23,231	20,450
Nebraska	30,638	38,891	30,198	25,565	20,636	16,258	16,624
Nevada	37,565	47,057	37,807	31,890	28,989	24,536	21,395
New Hampshire	35,456	46,272	33,595	28,322	22,327	22,267	27,408
New Jersey	41,488	54,227	40,116	31,909	23,807	28,705	36,292
New Mexico	32,749	40,843	31,458	27,477	20,782	24,821	29,778
New York	40,609	52,851	39,159	31,173	24,862	29,207	30,269
North Carolina	34,112	44,791	33,789	28,646	21,783	23,641	27,131
North Dakota	29,297	36,244	30,344	25,806	21,646	21,311	14,779
Ohio	37,163	47,225	36,487	29,456	22,585	21,415	24,252
Oklahoma	31,334	39,074	32,415	28,039	22,276	15,049	21,582
Oregon	32,891	40,514	32,201	27,054	21,386	19,462	17,632
Pennsylvania	36,778	47,909	35,963	29,282	22,837	23,294	21,628
Rhode Island	37,615	45,717	35,715	29,258	25,014	28,357	34,583
South Carolina	32,355	41,609	32,595	26,850	20,123	23,172	22,290
South Dakota	27,474	35,344	28,275	24,356	19,806	16,885	18,910
Tennessee	34,028	43,266	32,858	27,559	21,117	21,345	20,629
Texas	35,503	46,429	34,536	29,248	22,090	22,551	22,285
Utah	33,846	42,344	32,106	27,150	21,736	20,443	0
Vermont	33,127	45,386	32,939	27,116	22,586	25,210	22,876
Virginia	37,293	48,425	36,878	30,060	22,954	26,069	19,722
Washington	35,300	42,826	32,444	28,270	22,041	25,754	33,219
West Virginia	28,788	35,443	29,200	24,322	19,871	20,409	0
Wisconsin	36,265	44,849	33,902	29,248	23,444	24,472	22,599
Wyoming	37,053	45,468	34,022	30,345	29,067	20,020	0

SOURCE: U. S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1987-88" survey.

Table D.--Average salaries in current dollars of full-time instructional faculty on 9- and 10- month contracts in institutions of higher education, by academic rank, sex, and type and control of institutions: 50 States and D.C., 1977-78 through 1987-88

Academic Rank	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1984-85	1985-86	1987-88
Public 4-year									
All institutions	$19,517	$20,726	$22,379	$24,391	$26,615	$28,317	$31,764	$34,033	$37,840
Academic rank									
Professor	25,667	27,006	29,067	31,455	34,080	35,928	40,176	43,044	47,917
Associate professor	19,510	20,619	22,132	23,901	25,975	27,513	30,595	32,642	36,272
Assistant professor	15,914	16,805	17,971	19,442	21,201	22,588	25,287	27,100	30,037
Instructor	12,723	13,487	14,331	15,465	16,754	17,772	19,674	20,895	22,637
Lecturer	14,802	15,613	16,663	17,784	19,121	20,144	22,511	23,862	26,057
No academic rank	14,661	15,292	16,550	19,400	21,081	21,348	23,392	25,142	27,195
Sex									
Men	20,347	21,633	23,392	25,520	27,880	29,678	33,344	35,786	39,898
Women	16,619	17,627	18,985	20,617	22,470	23,885	26,813	28,680	31,820
Public 2-year									
All institutions	17,895	18,844	20,429	22,218	24,238	25,613	27,864	29,590	32,210
Academic rank									
Professor	23,222	24,063	25,486	27,025	29,455	31,175	33,805	36,418	39,445
Associate professor	19,309	20,205	21,473	22,991	24,991	26,390	28,937	30,733	33,908
Assistant professor	16,157	16,961	18,060	19,393	21,032	22,318	24,473	26,162	28,520
Instructor	13,132	13,834	14,721	15,966	17,222	18,323	20,674	22,818	24,656
Lecturer	13,802	14,289	15,666	16,884	18,519	20,255	22,311	23,500	25,679
No academic rank	18,327	19,232	20,986	22,888	24,978	26,204	28,242	29,712	32,144
Sex									
Men	18,479	19,475	21,131	23,001	25,126	26,566	28,891	30,758	33,476
Women	16,785	17,676	19,134	20,812	22,669	23,952	26,172	27,693	30,230
Private 4-year									
All institutions	17,966	19,025	20,376	22,447	24,695	26,896	30,247	31,732	35,355
Academic rank									
Professor	24,413	25,803	27,556	30,172	33,269	36,072	40,409	42,260	47,126
Associate professor	17,760	18,766	20,027	21,967	24,070	26,045	29,049	30,486	33,738
Assistant professor	14,570	15,359	16,349	17,837	19,526	21,155	23,757	24,987	27,842
Instructor	11,720	12,321	13,125	14,390	15,664	16,985	18,726	19,483	21,646
Lecturer	13,659	14,128	14,211	16,290	18,188	20,656	22,018	23,574	25,808
No academic rank	14,126	14,664	15,535	16,654	17,721	19,297	21,083	23,394	26,162
Sex									
Men	18,935	20,107	21,553	23,726	26,174	28,921	32,278	33,900	37,829
Women	14,799	15,611	16,787	18,414	20,123	21,924	24,560	25,889	28,965
Private 2-year									
All institutions	12,191	12,496	13,250	15,112	15,950	16,623	18,510	19,436	21,824
Academic rank									
Professor	14,141	15,796	16,554	18,807	21,404	21,106	23,580	24,519	26,795
Associate professor	14,423	15,210	16,182	18,047	20,112	20,148	*	22,291	24,212
Assistant professor	12,443	12,868	13,585	14,710	16,271	17,392	18,440	19,297	21,407
Instructor	9,925	10,564	10,987	12,163	13,606	13,967	15,685	16,419	18,500
Lecturer	*	*	*	*	*	*	*	*	*
No academic rank	12,059	11,955	12,709	15,082	14,887	15,941	18,186	18,783	21,169
Sex									
Men	12,759	13,048	13,938	16,231	16,978	17,440	19,460	20,412	22,628
Women	11,470	11,898	12,541	13,828	14,882	15,797	17,575	18,504	21,135

*The data reported in this category were not sufficient to yield reliable results.

NOTE: The data for the 1983-84 academic year were not edited; thus, could not be analyzed. Data were not collected in the 1986-87 academic year.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty 1987-88" survey and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" surveys 1977-1985.

Table E.--Consumer Price Index (CPI) factors: 1977-78 through 1987-88

Fiscal year	CPI factor*
	(1987-88=1.000)
1987-88	1.000
1986-87	1.041
1985-86	1.065
1984-85	1.095
1983-84	1.138
1982-83	1.180
1981-82	1.231
1980-81	1.337
1979-80	1.492
1978-79	1.691
1977-78	1.850

*The factors used to convert current dollars to constant 1987-88 dollars.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index for July 1-June 30.